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DECEMBER 1987

FOOD ENGINEERING

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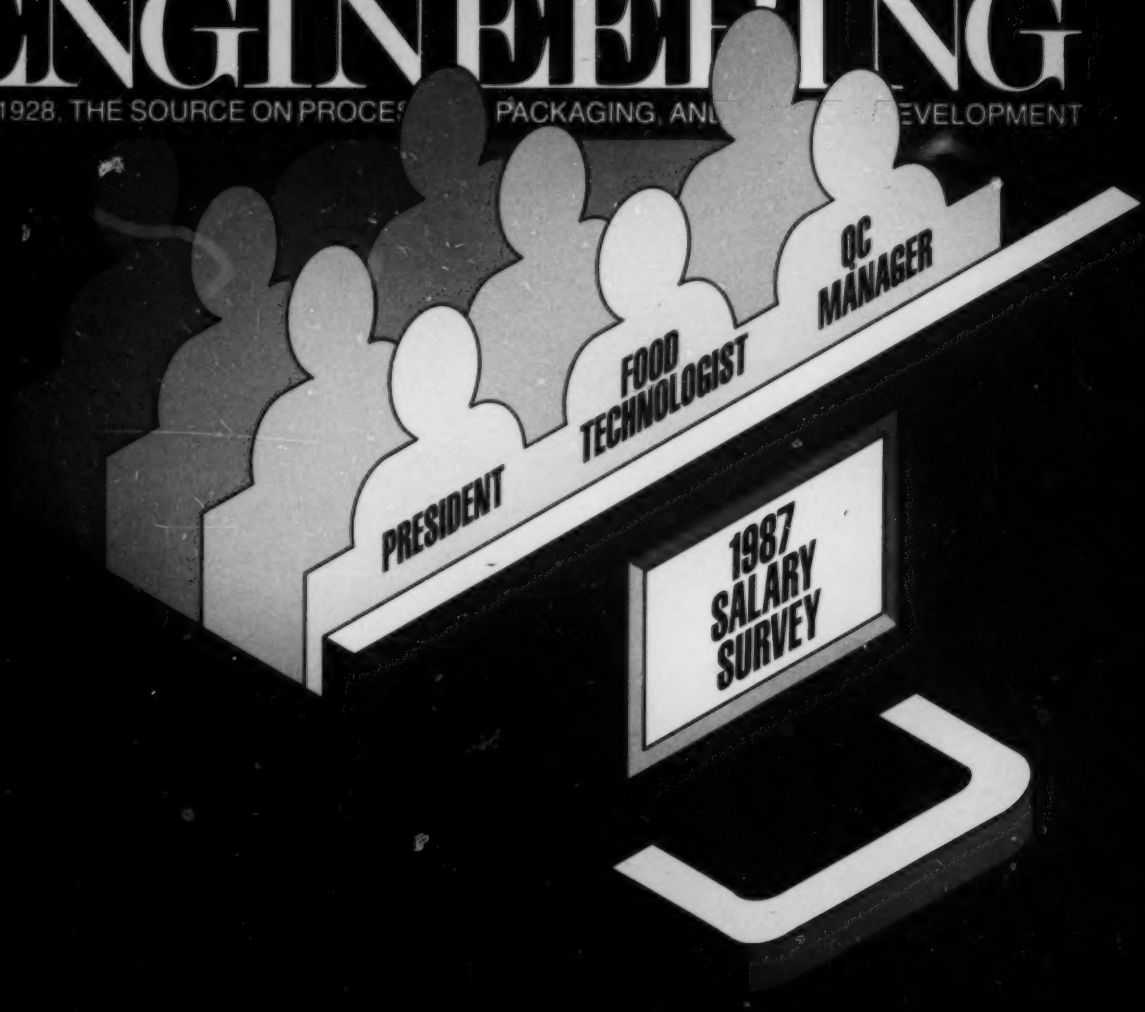

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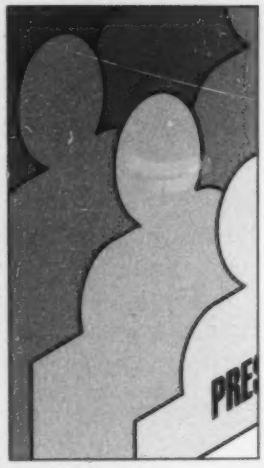

COVER STORY

Are you getting what you're worth? *Food Engineering's* annual salary survey gives you the lowdown on what you and your colleagues are earning.

Pages 73 to 78

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POSTMASTER: Send form 3579 to Food Engineering, Post Office Box Number 2035, Radnor, PA 19089.

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13 Industry Report

This month's Report talks about how processors are eager to get into the continuously processed, low acid particulate products arena; FDA's acceptance of NutraSweet's filing for the use of aspartame as a sweetener in bakery products and baking mixes; an MIT professor's call for food additives to be regulated in the same manner as drugs; and a prediction that the fat replacer, olestra, will be approved by 1989.

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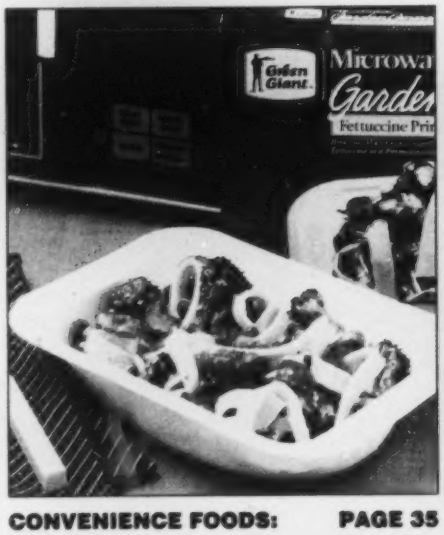

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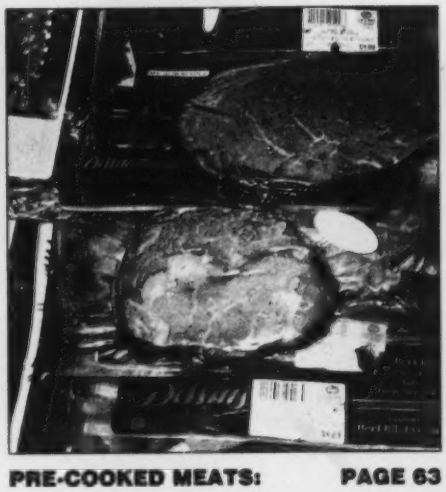

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The microbiological food safety war is far from over; and is more than ever a group effort involving everyone in a company.

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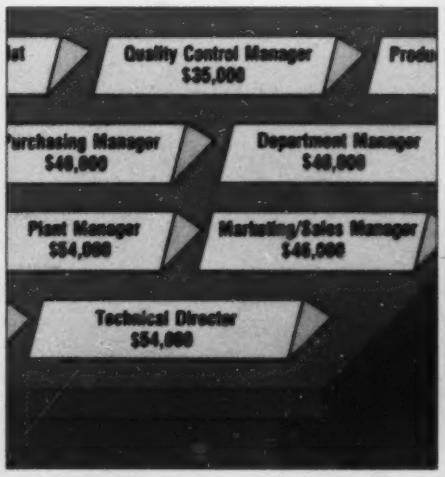

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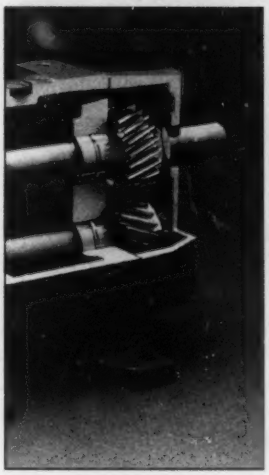

Special Emphasis

PUMPS, VALVES FOCUS ON SANITARY DESIGN

Recent developments in food processing have focused attention on three aspects of these versatile pumps: Sanitary design, modular design, and their ability to handle viscous and particulated products.

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Microwave oven uses spread as ownership increases

Microwave Oven Uses

	Often	Sometimes	Never
Warming leftovers, etc.	81.7%	15.7%	2.7%
Thawing frozen foods	50.3	41.7	8.0
Cooking frozen foods (vegetables, entrees, etc.)	48.7	37.7	13.7
Cooking non-frozen foods	38.7	50.3	11.0
Full meal preparation	9.3	33.7	57.0
Adapting conventional recipes	7.3	32.0	60.7
Cooking recipes from scratch	7.3	28.0	64.7

Source: Good Housekeeping Institute

While the reheating of leftovers is still their main use, microwave ovens are seeing a great deal of applications for cooking frozen vegetables and entrees, as well as the preparation of non-frozen foods.

A Good Housekeeping Institute (GHI) survey, conducted for the Association of Home Appliance Manufacturers indicates that the microwave oven is not used simply for popping corn or boiling water anymore. As indicated in the accompanying chart, microwave ovens are used regularly for warming leftovers, thawing frozen foods, and cooking frozen and non-frozen foods.

As of mid-year, approximately two-thirds of the 88.8 million households in the U.S. owned at least one microwave oven, according to industry estimates, with that figure expected to increase to over 70 percent by year end. Among the owners surveyed by GHI, five percent own more than one microwave. According to a June industry forecast, factory shipments of the ovens are expected to reach 12.39 million units this year, down slightly from last year's 12.44 million units.

A family appliance

Over 91 percent of the surveyed owners say that other household members also use the appliance, and working women report even greater use of the appliance by their families. For example, about 95 percent of husbands of working women use the microwave, and almost 45 percent of the working woman's children, ages 10-17 use the appliance.

According to the survey, on the average, the microwave oven is used four times daily, with at least 25 percent of the owners using it six or more times per day. More than half of the owners use the oven frequently for dinner, almost half use it frequently for snacks and better than a third use it frequently for breakfast and lunch.

Between one-half and one-third of those surveyed said they never use the microwave for full meal preparation, for adapting conventional recipes and for cooking recipes from scratch. However, GHI has found that this reluctance is diminishing as more and more information is offered to the microwave oven owner.

The survey points out that there is no longer a "typical" microwave oven owner. Due to the convenience offered by the appliance, ownership now cuts across all age, income and educational levels and household types.

MIT professor calls for rigorous additive tests

Food additives should be tested, evaluated and regulated in nearly the same rigorous manner as medical drugs, said Richard J. Wurtman, MD, an MIT physician/scientist, in testimony before the U.S. Senate Labor and

(Continued on page 31)

RAPID MIXER: dissolves solids and powders in minutes

Rapid Mixer disperses or dissolves solids or semi-solids in water or non-aqueous media quickly and thoroughly.

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Circle 27 or see FEM, p. 92

INCREASES AKIN WITH U.S. AVERAGE

Food industry salary increases stay with the national average of 4 to 6 percent, keeping up with, or just ahead of, the inflation rate.

Whether you're the apple of your boss's eye, last on his list, or somewhere in between, negotiating for salary or asking for a raise is rarely easy. But *Food Engineering's* annual salary survey can help make it a little easier for you to find out where you stand, and if you're getting what you're worth.

Each year, *FE* surveys 10,000 industry professionals, asking how much they make; if they received a raise; position and years of experience; product specialty and education level. Those surveyed are then given free reign to comment on life in the workplace; if their career futures look optimistic or pessimistic; and anything else about how they are compensated.

Chilton Research Services tallied the responses of over 1,200 food industry professionals, spanning all levels of management as well as job titles, product specialties and areas of the country.

According to *FE's* survey, salaries for most in the food industry in 1987 rose 4 to 6%, just like the national average reported by other general business salary surveys such as the Business and Legal Reports and Personnel Management Services which projected increases of 4.60 to 6.225% for 1987.

The responses showed that median salary for all food industry workers in 1987 was $44,000, up 7.3% from last year. The majority of those workers with under 20 years experience are right in line with the national average and received a 4-6% increase, according to our survey. We found, however, that those with over 20 years of experience received somewhat bigger than average increases, causing our median to surge slightly higher for all workers.

As far as percentages go, the majority, or 16.8% of the respondents, received a 5% increase; 12.1% received a 6% pay increase; while 9.6% received a 4% pay increase.

Unfortunately, some reported no increase. Almost as many people received no increase (16.1%) as received a 5% increase. And, 9% of respondents received 3% or lower.

The median number of years of food industry experience for all workers checked in

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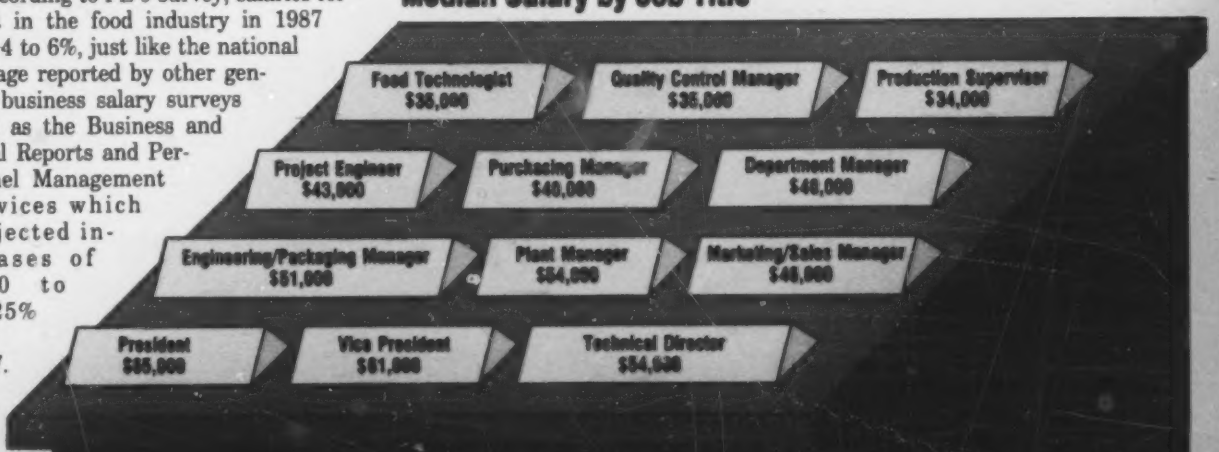
JOYCE FASSL
Managing Editor

Median Salary by Job Title



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at 13.83. The median figure for company presidents is 23 years of experience, with a median salary of $65,000 per year. On the low end of the experience scale, food technologists logged 10.47 years, earning $35,000 per year. QC managers are earning a median salary of $35,000 after almost 13 years of experience, while department managers are making a median salary of $40,000 after the same amount of experience.

Making the most

Pasta, beverages, seafood and grain milling topped the charts as the four highest median salary areas by product specialty. And the largest companies pay the most – a median salary of $50,000. So, where's the best place to be working, salary-wise, in 1987? A pasta plant in the West South Central region of the country with over 2,500 employees.

The West South Central led the pack for highest median salary by region of the country with $45,000, followed closely behind by four other regions, each at $44,000.

So, not surprisingly, those in the West South Central were more optimistic about their future careers than any other region. 83% of workers in this region said the fu-

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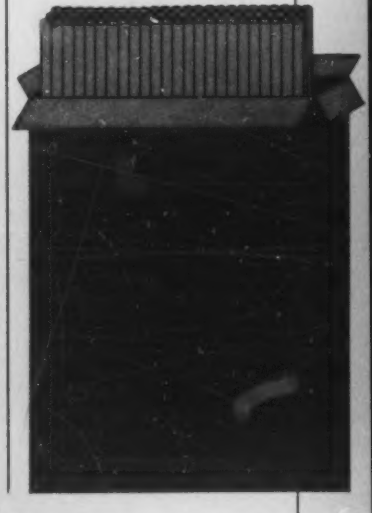
Median Salary by Industry



Median Salary by Food Industry Experience

Median Salary by Geographic Region

SOURCE: Food Engineering 1987 Salary Survey

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ture was positive, 9 percentage points higher than the national average of 75%.

The reasons people were optimistic about the future? The company is growing, there is opportunity for advancement, and the industry itself is expanding.

Increased responsibilities

While most of *FE's* survey respondents were optimistic about their careers, more than half cited increased responsibility as greatly affecting their daily work.

60% of the respondents claimed that their job responsibilities had increased over the last year. The highest percentage was for QC managers, where 76% claimed that they had taken on additional work. Close behind were production supervisors and purchasing managers. In the other job categories, over 50% of the respondents said that their responsibilities had increased. The only exception were presidents; but even there, only 43% were doing more work.

Of all those respondents making under $40,000, over 65% said their responsibilities had increased. Only half of those making over $40,000 said their responsibilities increased. Surprisingly, making more money may not always mean having to bear more responsibility or a heavier workload.

Quality of life

Another area where the majority of our respondents were optimistic was their feeling about the quality of life in the workplace and whether it was improving or worsening. 60% felt it was improving; while 30% said it was worsening; only a small number saw it as static.

A QC manager from Maryland with over 20 years of experience told *FE* that companies can no longer afford the luxury of employees covering a narrow line of duties. This has forced employees to become more versatile, covering a wider range of duties, while receiving less compensation for the job, he said.

Fear of mergers caused stress for some of our respondents. A food technologist from New Jersey told us that due to a merger her department was cut to one-third of its original size, but the volume of work remained the same. And a New York food technologist told us that insecurity is rampant in her company due to a wave of mergers and acquisitions. A project engineer shared in the concern. "The threat of a takeover or merger can cause total chaos in a company."

Incentives

Though not too many solutions to food industry problems were offered by our respondents, a few suggested incentive plans as a way to boost morale, quality and productivity. An account manager from New Jersey said, "Bonus incentives would be advantageous to all personnel, no matter which

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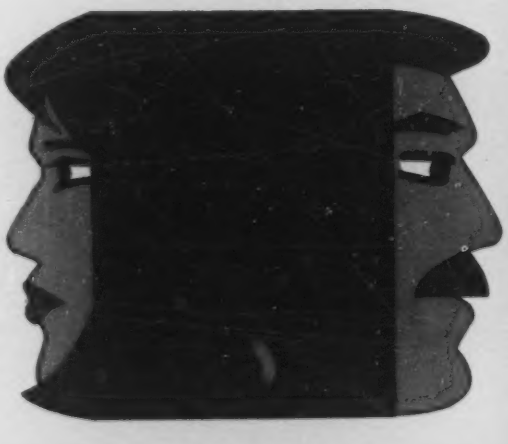
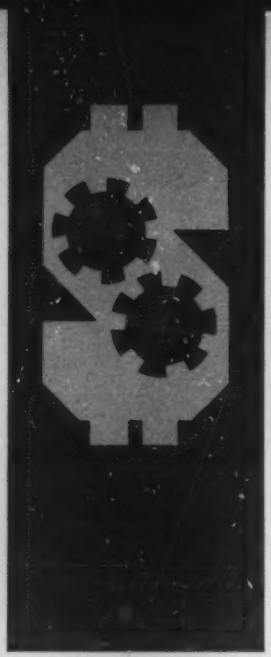
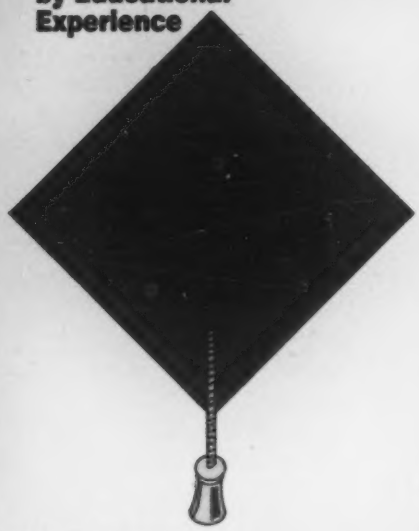




Median Salary by Educational Experience



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field—technical, sales or operations." A technical director, also from New Jersey, said that life in the workplace is worsening due to a lack of incentive programs for middle management. And a QC manager from California believes that incentive programs can make the difference. While relatively new for his level of management and for his company, he explained that an incentive plan "makes you feel efforts are paying off."

Women make headway

Although many of the women surveyed said they are still underpaid and must work harder than men in the food industry, some improvements are evident.

A food technologist from California with 6-9 years experience was one of the more optimistic. "I see the quality of worklife improving. We've [women] had to kick some doors down, but we've stayed and are recognized." A QC manager from Georgia agrees. "Female managers generally work harder for the same recognition and salary rewards, but thank heavens our abilities are finally being recognized by the men we work for."

Many other women are not as optimistic. "Men still make more money even if jobs are equal," says a female packaging manager who makes in the $30-35,000 range after 10-14 years. "The answer?" she continues. "I'm not sure, but I never give up trying."

An R&D director from Kansas says that female managers in the meat industry are underpaid and in the minority. "Men in similar positions often have VP after their names—women are directors and managers, but job responsibilities are equal."

A California chemist reported that the male employee doing the very same job before her received almost double her pay. "Don't tell me women's pay is equal," this 15-year food industry veteran told *FE*.

We also heard from a few men who had problems with reverse sex discrimination. One QC analyst from Pennsylvania told how another analyst was hired for $8,500 more than he. Although the new analyst had her director's license when she was hired, our respondent acquired his shortly thereafter, but is still not nearly at the same wage level.

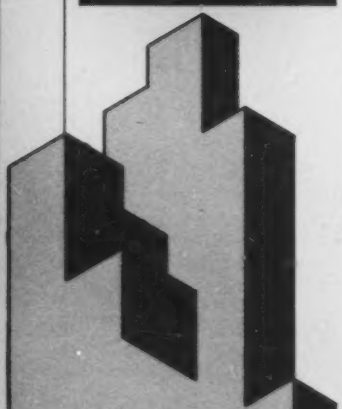
What's your beef?

Salary discussions always bring out emotional responses. Many in the food industry are facing the fact that merit increases do not come from hard work in this era, and several respondents complained that some of the people working with them don't take pride in their work.

"Innovation and accomplishment are not rewarded," says a project engineer. "Yes-men and B.S. artists get the raises first." A plant manager echoes the lament, "Experience and knowledge are no longer a strong asset when seeking employment."

The biggest beef from an Illinois chemist was that his company has had 15 consecutive years of record profits, but gives raises equal or just above the inflation rate.

Although not encouraging to hear, many of these complaints are echoed around the country, regardless of industry. But for the most part, food industry professionals are optimistic about their careers and their industry. And while some may have not received the increase they thought they were worth, they are still at least keeping up.



Median Salary by Company Size

Number of Employees	Median Salary
Under 20	$34,000
20-49	40,000
50-99	38,000
100-249	41,000
250-499	41,000
500-999	45,000
1000-2499	44,000
2500 or More	50,000

SOURCE: Food Engineering 1987 Salary Survey